

**MACKINAC PRESBYTERY  
REPORT OF CHANGES OF TERMS OF CALL FOR PASTOR**

~~2019~~ 2020

CHURCH North on Lakes Community Church DATE \_\_\_\_\_

Membership 72 Average attendance 30-35 Sunday Ray Ridge 25

MINISTER Sam Simpson Year of Installation 2020

Presbytery's full time minimum salary for ~~2019~~ 2020 is \$45,512 which includes cash salary and housing allowance and/or manse.

Check all that apply:

- Pastor       Associate Pastor       Designated Pastor       Designated Associate Pastor  
 Interim       Interim Associate       Temporary Relationship  
 Other type of ministry \_\_\_\_\_

**Installed pastors of a congregation must participate in the Pension Plan (Book of Order, G-2.0804).**

Service:  Full-time (35 hours or more)       Part-time (20-34 hours) #of hours \_\_\_\_\_

~~2019~~  
2020

**INCLUDED IN EFFECTIVE SALARY:**

1. \$ 25,000 Annual cash salary
2. \$ 25,000 Housing allowance
3. \$ — Utility and furnishing allowances
4. \$ — Deferred Compensation
5. \$ — Bonuses, unvouchered allowances including car, gifts from employer
6. \$ — Other allowances (e.g. medical deductibles, SECA allowance in excess of 50% of estimated obligation, etc.)
7. \$ 0 Manse amount (must be at least 30% of lines 1 through 6). Mark 0 if no manse.
8. \$ 50,000 **TOTAL EFFECTIVE SALARY (Sum of lines 1 through 7)**
9. \$ 15,500 Benefits Plan Dues ~~2019~~ 2020  
Total of 37%  
(11% for pension, 1% death and disability, 25% for medical coverage)

**NOT INCLUDED IN EFFECTIVE SALARY**

10. Accountable reimbursement plan (vouchered business expenses):

- \$ — a. Continuing education reimbursements  
 \$ — b. Automobile expenses. Check one:  
 per vouchered mile using IRS allowable deductible  
 Church owned car with full expenses

11. \$ — c. Business and professional expenses  
 12. \$ — SECA Tax allowance (only up to 50% of estimated obligations)  
 13. \$ — Group plan for medical deductible, co-insurance & dental premiums  
 \* 14. \$ 3800 of 7.6% Other vouchered allowances FICA 7.69% RWM  
 s.s.j.

*Out of town tr. ps for church business*

*Note: Church pays 7.6% or 3800 Rev. Simpson 7.6% or 2900  
 This is a church expense not to be written in at his request*

OTHER

2019

Vacation (Minimum 4 weeks including 4 Sundays) 4 weeks  
Study Leave (Minimum 2 weeks including 2 Sundays ) 2 weeks

How many Study Leave Days were taken in 2018 NA days

Sabbatical year of eligibility: 20 NA

Length of sabbatical: NA

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The Church Session has prepared and adopted the budget (G-3.0205) and has reviewed the adequacy of the pastor's compensation; the Congregation has approved the Pastor's Terms of Call (G-1.0503c) and reported them to the Presbytery for approval (G-2.0804).

The above terms were reviewed with the minister, by the Personnel Committee and/or the Session on 11/3/19, and are being proposed or were approved at the meeting of the congregation on 11/3/19.

**These Terms of Call meet with the AA/EEO regulations.**

Any changes in the Terms of Call MUST have the approval of the congregation, the minister and the Presbytery. Those not officially adopted at the time of this report, will require subsequent validation or report.

The effective date of all changes: 11/2020

Signatures: Clerk of Session Ronald W. Mearns

Pastor [Signature]

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**Please return one copy of this form to the Moderator of the Committee on Ministry:**

**Chair, Committee on Ministry  
Presbytery of Mackinac  
2206 Mitchell Park - Suite 15  
Petoskey, MI 49770**

For Office Use Only

Date Received into Presbytery \_\_\_\_\_  
Date Began Work \_\_\_\_\_  
Date of Presbytery Action \_\_\_\_\_  
Presbytery Received From \_\_\_\_\_